
Virginia's Audiologist Workforce: 2015

Healthcare Workforce Data Center

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Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Richmond, VA 23233
804-367-2115, 804-527-4466(fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

410 Audiologists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Audiology & Speech-Language Pathology express our sincerest appreciation for your ongoing cooperation.

Thank You!

Virginia Department of Health Professions

David E. Brown, D.C.
Director

Lisa R. Hahn, MPA
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Dr. Elizabeth Carter, Ph.D.
Executive Director

Yetty Shobo, Ph.D.
Research Analyst

Laura Jackson
Operations Manager

Christopher Coyle
Research Assistant

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Leslie L. Knachel

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The Audiologist Workforce: At a Glance:

The Workforce

Licensees:	522
Virginia's Workforce:	397
FTEs:	338

Background

Rural Childhood:	27%
HS Degree in VA:	36%
Prof. Degree in VA:	31%

Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	75%
Satisfied?:	98%

Survey Response Rate

All Licensees:	79%
Renewing Practitioners:	86%

Education

Au.D.:	68%
Masters:	23%

Job Turnover

Switched Jobs in 2015:	6%
Employed over 2 yrs:	67%

Demographics

Female:	88%
Diversity Index:	18%
Median Age:	46

Finances

Median Income:	\$70k-\$80k
Health Benefits:	60%
Under 40 w/ Ed debt:	58%

Primary Roles

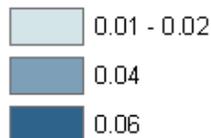
Patient Care:	82%
Administration:	4%
Non-Clinical Edu.:	2%

Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division



410 audiologists voluntarily took part in the 2015 Audiologist Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every December for audiologists. These survey respondents represent 79% of the 522 audiologists who are licensed in the state and 86% of renewing practitioners.

The HWDC estimates that 397 audiologists participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an audiologist at some point in the future. During 2015, Virginia's audiologist workforce provided 338 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

88% of all audiologists are female, including 96% of all audiologists under the age of 40. In a random encounter between two audiologists, there is an 18% chance that they would be of different races or ethnicities, a measure known as the diversity index. Virginia's audiologist workforce is significantly less diverse than the state's overall population, where there is a 55% chance that two randomly chosen people would be of different races or ethnicities.

27% of all audiologists grew up in a rural area, but only 14% of these professionals currently work in non-Metro areas of the state. Overall, 7% of Virginia's audiologists work in rural areas of the state. Meanwhile, 36% of Virginia's audiologists graduated from high school in Virginia, and 31% earned their initial professional degree in the state. In total, 45% of Virginia's audiologists have some educational background in the state.

More than two-thirds of all audiologists hold a Doctor of Audiology (Au.D.) as their highest professional degree, while another 23% hold a Master's degree. Nearly one-third of audiologists currently carry educational debt, including 58% of those under the age of 40. The median debt burden for those audiologists with educational debt is between \$30,000 and \$40,000.

96% of audiologists are currently employed in the profession. Three-quarters of Virginia's audiologist workforce hold one full-time position, while 8% hold two or more positions simultaneously. In addition, 51% of audiologists work between 40 and 49 hours per week, while just 4% work at least 60 hours per week. Two-thirds of Virginia's audiologist workforce has been at their primary work location for more than two years, while just 6% have switched jobs at some point in the past year.

The typical audiologist earned between \$70,000 and \$80,000 last year. In addition, 85% of audiologists who are compensated with either an hourly wage or salary at their primary work location also receive at least one employer-sponsored benefit, including 60% who receive health insurance. 98% of all audiologists are satisfied with their current employment situation, including 70% who indicate they are "very satisfied".

38% of audiologists work in Northern Virginia, the most of any region in the state. Meanwhile, 81% of audiologists work in the private sector, including 72% who work at a for-profit establishment. Group private practices were the most common establishment type, employing 23% of the state's audiologist workforce.

A typical audiologist spends between 80% and 90% of her time treating patients, while most of her remaining time is spent performing administrative tasks. 82% of audiologists serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. In addition, the typical audiologist treats between 30 and 40 patients per week at her primary work location.

37% of audiologists expect to retire by the age of 65. Just 3% of the current workforce expects to retire in the next two years, while half of the current workforce expects to retire by 2040. Over the next two years, only 2% of Virginia's audiologist workforce plan on leaving the state to practice elsewhere. At the same time, 8% of audiologists plan on increasing patient care activities.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	462	89%
New Licensees	29	6%
Non-Renewals	31	6%
All Licensees	522	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 86% of renewing audiologists submitted a survey. These represent 79% of audiologists who held a license at some point in 2015.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	26	16	38%
30 to 34	13	47	78%
35 to 39	12	58	83%
40 to 44	8	57	88%
45 to 49	12	45	79%
50 to 54	5	57	92%
55 to 59	15	57	79%
60 and Over	21	73	78%
Total	112	410	79%
New Licenses			
Issued in 2015	22	7	24%
Metro Status			
Non-Metro	5	27	84%
Metro	77	294	79%
Not in Virginia	30	89	75%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Audiologists

Number: 522
 New: 6%
 Not Renewed: 6%

Survey Response Rates

All Licensees: 79%
 Renewing Practitioners: 86%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	410
Response Rate, all licensees	79%
Response Rate, Renewals	86%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2015.
- 2. Target Population:** All audiologists who held a Virginia license at some point in 2015.
- 3. Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some audiologists newly licensed in 2015.

At a Glance:

Workforce

2015 Audiologist Workforce: 397
 FTEs: 338

Utilization Ratios

Licensees in VA Workforce: 76%
 Licensees per FTE: 1.54
 Workers per FTE: 1.17

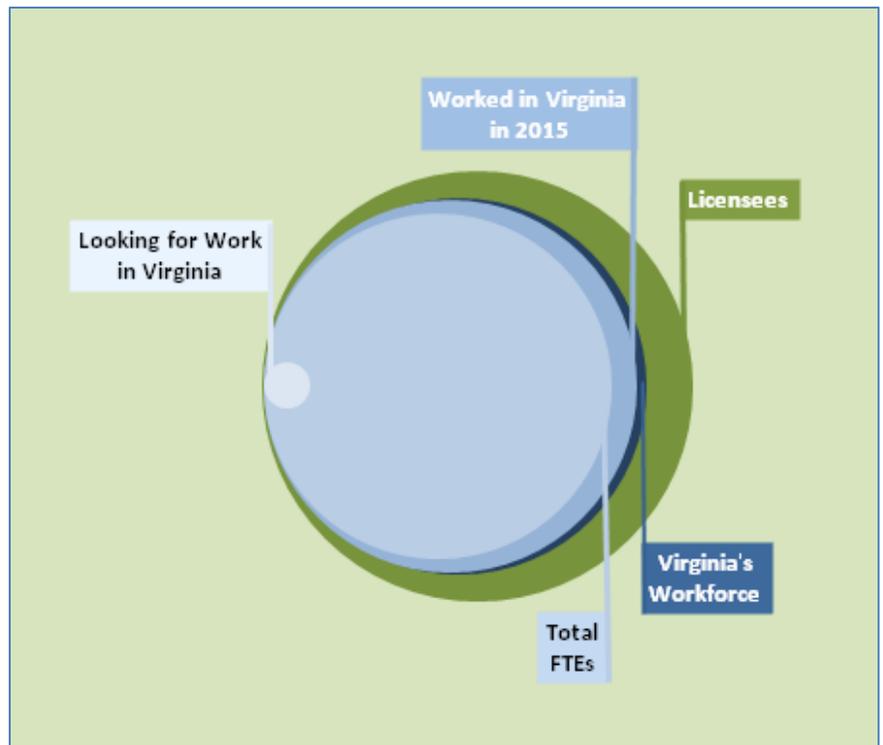
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia’s Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia’s workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia’s Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia’s workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's Audiologist Workforce		
Status	#	%
Worked in Virginia in Past Year	391	98%
Looking for Work in Virginia	6	2%
Virginia's Workforce	397	100%
Total FTEs	338	
Licensees	522	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC’s methodology visit:

www.dhp.virginia.gov/hwdc

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	0	0%	31	100%	31	10%
30 to 34	3	7%	36	93%	38	12%
35 to 39	1	3%	42	97%	44	14%
40 to 44	3	8%	36	92%	39	12%
45 to 49	3	7%	35	93%	38	12%
50 to 54	10	26%	30	74%	40	12%
55 to 59	7	14%	44	86%	51	16%
60 +	12	28%	32	72%	44	14%
Total	39	12%	286	88%	325	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Audiologists		Audiologists Under 40	
	%	#	%	#	%
White	63%	300	91%	101	89%
Black	19%	7	2%	2	2%
Asian	6%	6	2%	3	3%
Other Race	0%	6	2%	4	4%
Two or more races	2%	6	2%	0	0%
Hispanic	9%	6	2%	3	3%
Total	100%	331	100%	113	100%

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

More than one-third of audiologists are under the age of 40, and 96% of these professionals are female. In addition, audiologists who are under the age of 40 are slightly more diverse than the overall audiologist workforce.

At a Glance:

Gender

% Female: 88%
% Under 40 Female: 96%

Age

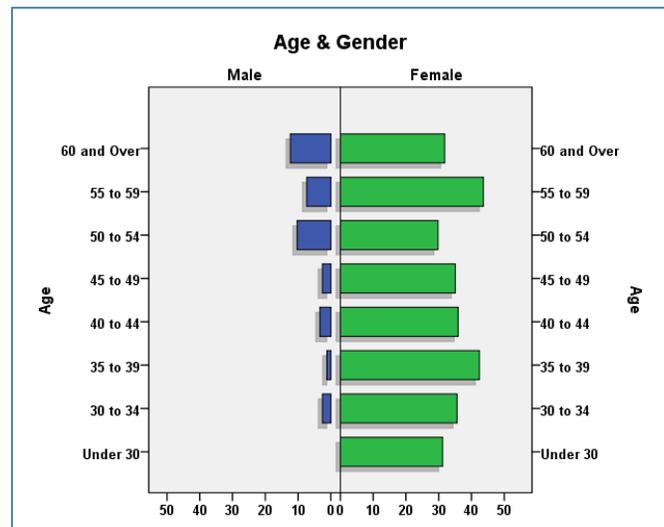
Median Age: 46
% Under 40: 35%
% 55+: 29%

Diversity

Diversity Index: 18%
Under 40 Div. Index: 20%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two audiologists, there is an 18% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index. For Virginia's population as a whole, the comparable number is 55%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 10%
 Rural Childhood: 27%

Virginia Background

HS in Virginia: 36%
 Prof. Education in VA: 31%
 HS/Prof. Educ. in VA: 45%

Location Choice

% Rural to Non-Metro: 14%
 % Urban/Suburban to Non-Metro: 4%

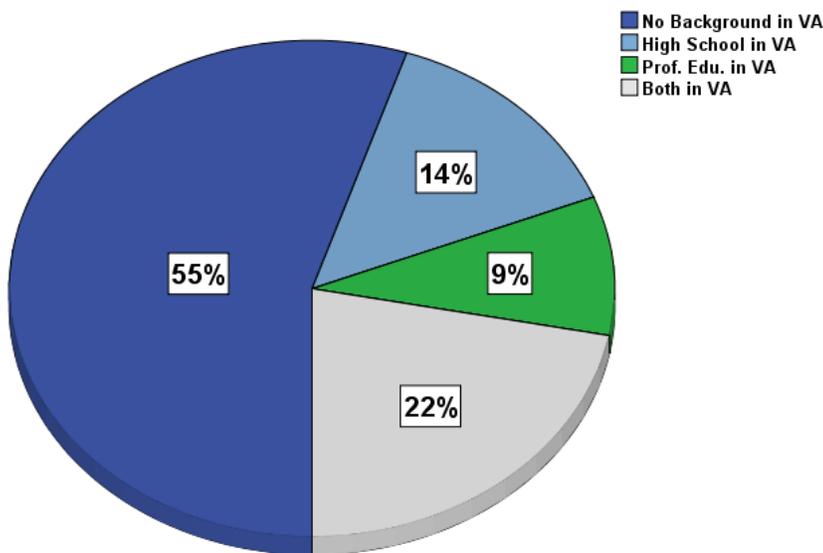
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	21%	67%	12%
2	Metro, 250,000 to 1 million	27%	73%	-
3	Metro, 250,000 or less	38%	58%	4%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	33%	33%	33%
6	Urban pop, 2,500-19,999, Metro adj	75%	25%	-
7	Urban pop, 2,500-19,999, nonadj	63%	38%	-
8	Rural, Metro adj	-	-	-
9	Rural, nonadj	50%	50%	-
Overall		27%	64%	10%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

27% of audiologists grew up in self-described rural areas, and 14% of these professionals currently work in non-Metro counties. Overall, just 7% of all audiologists currently work in non-Metro counties.

Top Ten States for Audiologist Recruitment

Rank	All Professionals			
	High School	#	Professional School	#
1	Virginia	117	Virginia	100
2	Pennsylvania	24	Tennessee	24
3	Maryland	23	Washington, D.C.	22
4	New York	19	West Virginia	21
5	West Virginia	16	Maryland	20
6	Ohio	14	Pennsylvania	15
7	Michigan	12	Ohio	14
8	Outside U.S./Canada	10	North Carolina	12
9	New Jersey	9	Michigan	11
10	Massachusetts	7	New York	10

36% of licensed audiologists received their high school degree in Virginia, and 31% received their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Among audiologists who received their license in the past five years, 23% received their high school degree in Virginia, while 15% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	18	Maryland	12
2	Pennsylvania	9	Pennsylvania	9
3	Maryland	8	Virginia	9
4	New Jersey	8	West Virginia	8
5	Ohio	5	Tennessee	7
6	New York	4	Washington, D.C.	5
7	Illinois	3	Texas	5
8	Florida	3	Arizona	4
9	Louisiana	3	Ohio	4
10	Outside U.S./Canada	3	Arkansas	3

Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of licensed audiologists did not participate in Virginia's workforce in 2015. 87% of these audiologists worked at some point in the past year, and 83% are currently employed as audiologists.

At a Glance:

Not in VA Workforce

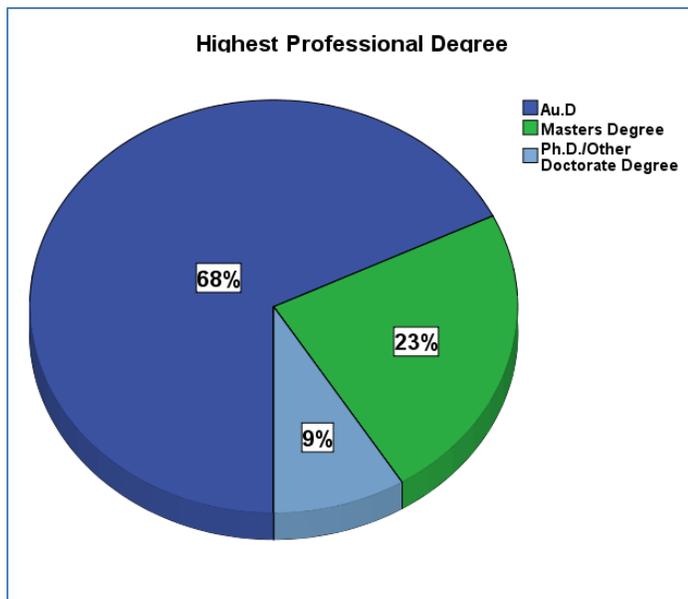
Total:	124
% of Licensees:	24%
Federal/Military:	19%
Va Border State/DC:	32%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Masters Degree	75	23%
Au.D.	218	68%
Ph.D.	27	8%
Other Doctorate	1	0%
Total	321	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

32% of audiologists currently have educational debt, including 58% of those under the age of 40. For those with educational debt, the median outstanding balance on their loans is between \$30,000 and \$40,000.

At a Glance:

Education

Doctor of Audiology: 68%
Masters Degree: 23%

Educational Debt

Carry debt: 32%
Under age 40 w/ debt: 58%
Median debt: \$30k-\$40k

Source: Va. Healthcare Workforce Data Center

More than two-thirds of all audiologists hold a Doctorate of Audiology (Au.D.) as their highest professional degree.

Educational Debt

Amount Carried	All Audiologists		Audiologists Under 40	
	#	%	#	%
None	195	68%	43	42%
Less than \$10,000	16	6%	4	4%
\$10,000-\$19,999	12	4%	8	8%
\$20,000-\$29,999	14	5%	6	6%
\$30,000-\$39,999	9	3%	7	7%
\$40,000-\$49,999	5	2%	3	3%
\$50,000-\$59,999	5	2%	4	4%
\$60,000-\$69,999	4	1%	3	3%
\$70,000-\$79,999	6	2%	3	3%
\$80,000-\$89,999	7	2%	6	6%
\$90,000-\$99,999	6	2%	6	6%
\$100,000 or more	9	3%	9	9%
Total	287	100%	102	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specialties

Hearing Aids/Devices:	56%
Pediatrics:	24%
Geriatrics:	22%

Top Credentials

CCC-A Audiology:	68%
Hearing Aid Disp. License:	57%
F-AAA Fellow:	40%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Self-Designated Specialties		
Specialty	#	% of Workforce
Hearing Aids/Devices	224	56%
Pediatrics	96	24%
Geriatrics	86	22%
Vestibular	69	17%
Educational	51	13%
Occupational Hearing Conservation	37	9%
Cochlear Implants	24	6%
Intraoperative Monitoring	2	1%
Other	25	6%
At Least One Specialty	268	68%

Source: Va. Healthcare Workforce Data Center

Credentials		
Credential	#	% of Workforce
CCC-A: Audiology	271	68%
Hearing Aid Dispenser License	227	57%
F-AAA Fellow	157	40%
ABA Certification	17	4%
CCC-SLP: Speech-Language Pathology	7	2%
PASC: Pediatric Audiology	2	1%
BCS-IOM: Intraoperative Monitoring	0	0%
CI: Cochlear Implants	0	0%
Other	10	3%
At Least One Credential	326	82%

Source: Va. Healthcare Workforce Data Center

68% of all audiologists have at least one self-designated specialty, while 82% have at least one credential as well. Hearing Aids & Devices is the most common self-designated specialization, while CCC-A Audiology is the most common credential.

At a Glance:

Employment

Employed in Profession: 96%
Involuntarily Unemployed: 0%

Positions Held

1 Full-time: 75%
2 or More Positions: 8%

Weekly Hours:

40 to 49: 51%
60 or more: 4%
Less than 30: 14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	0%
Employed in an audiologist-related capacity	314	96%
Employed, NOT in an audiologist-related capacity	6	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	1	0%
Voluntarily unemployed	6	2%
Retired	1	0%
Total	328	100%

Source: Va. Healthcare Workforce Data Center

96% of Virginia's audiologists are currently employed in the profession. Three-quarters of the state's audiologist workforce have one full-time job, while 8% hold multiple positions simultaneously. Just over half of all audiologists work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	8	2%
One Part-Time Position	49	15%
Two Part-Time Positions	6	2%
One Full-Time Position	243	75%
One Full-Time Position & One Part-Time Position	17	5%
Two Full-Time Positions	1	0%
More than Two Positions	2	1%
Total	326	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	8	2%
1 to 9 hours	9	3%
10 to 19 hours	9	3%
20 to 29 hours	27	8%
30 to 39 hours	65	20%
40 to 49 hours	164	51%
50 to 59 hours	29	9%
60 to 69 hours	10	3%
70 to 79 hours	3	1%
80 or more hours	0	0%
Total	324	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	4	1%
Less than \$20,000	8	3%
\$20,000-\$29,999	7	3%
\$30,000-\$39,999	12	5%
\$40,000-\$49,999	11	4%
\$50,000-\$59,999	26	10%
\$60,000-\$69,999	39	16%
\$70,000-\$79,999	52	21%
\$80,000-\$89,999	40	16%
\$90,000-\$99,999	22	9%
\$100,000-\$109,999	12	5%
\$110,000-\$119,999	4	1%
\$120,000 or more	18	7%
Total	255	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	227	70%
Somewhat Satisfied	90	28%
Somewhat Dissatisfied	5	2%
Very Dissatisfied	3	1%
Total	325	100%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	222	71%	80%
Paid Sick Leave	209	67%	75%
Retirement	179	57%	64%
Health Insurance	166	53%	60%
Dental Insurance	128	41%	45%
Group Life Insurance	91	29%	32%
Signing/Retention Bonus	14	4%	5%
Receive At Least One Benefit	241	77%	85%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Hourly Earnings

Median Income: \$70k-80k

Benefits

Health Insurance: 60%

Retirement: 64%

Satisfaction

Satisfied: 98%

Very Satisfied: 70%

Source: Va. Healthcare Workforce Data Center

The typical audiologist earns between \$70,000 and \$80,000 in the past year. Among audiologists who receive either an hourly wage or salary as compensation at their primary work location, 64% have an employer-sponsored retirement plan and 60% receive health insurance.

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	5	1%
Experience Voluntary Unemployment?	15	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	2	1%
Work two or more positions at the same time?	30	8%
Switch employers or practices?	24	6%
Experienced at least 1	69	17%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s audiologists were involuntary unemployed at some point in 2015. For comparison, Virginia’s average monthly unemployment rate was 4.4%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	2	1%	2	3%
Less than 6 Months	22	7%	4	6%
6 Months to 1 Year	31	10%	8	12%
1 to 2 Years	49	16%	8	12%
3 to 5 Years	60	19%	19	29%
6 to 10 Years	61	19%	15	23%
More than 10 Years	92	29%	9	14%
Subtotal	316	100%	65	100%
Did not have location	7		330	
Item Missing	74		2	
Total	397		397	

Source: Va. Healthcare Workforce Data Center

Two-thirds of audiologists receive a salary at their primary work location, while 15% each receive either income from a business or an hourly wage.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 1%

Turnover & Tenure

Switched: 6%
New Location: 21%
Over 2 years: 67%
Over 2 yrs, 2nd location: 66%

Employment Type

Salary/Commission: 67%
Hourly Wage: 15%

Source: Va. Healthcare Workforce Data Center

67% of audiologists have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	175	67%
Business/ Practice Income	39	15%
Hourly Wage	38	15%
By Contract	4	2%
Unpaid	4	2%
Subtotal	260	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 3.9% in December to 5.1% in January.

At a Glance:

Concentration

Top Region:	38%
Top 3 Regions:	73%
Lowest Region:	1%

Locations

2 or more (2015):	21%
2 or more (Now*):	20%

Source: Va. Healthcare Workforce Data Center

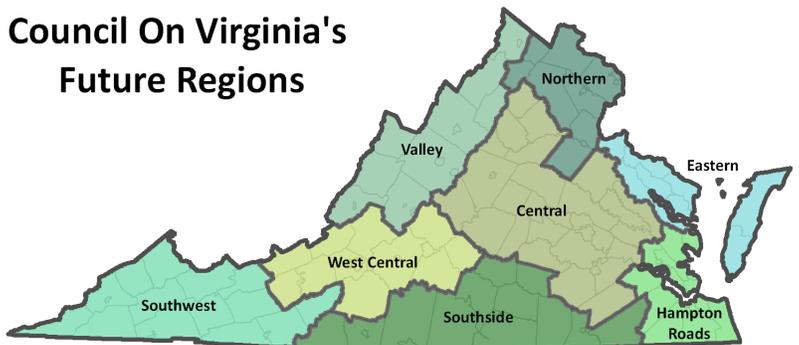
38% of audiologists work in Northern Virginia, the most of any region in the state. In addition, another 20% of audiologists work in Hampton Roads, and 15% work in Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	48	15%	12	18%
Eastern	2	1%	0	0%
Hampton Roads	64	20%	18	28%
Northern	120	38%	18	28%
Southside	7	2%	3	5%
Southwest	15	5%	5	8%
Valley	24	8%	4	6%
West Central	31	10%	2	3%
Virginia Border State/DC	4	1%	3	5%
Other US State	1	0%	0	0%
Outside of the US	0	0%	0	0%
Total	316	100%	65	100%
Item Missing	74		1	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



20% of audiologists currently have multiple work locations, while 21% have had multiple work locations in 2015.

Locations	Number of Work Locations			
	Work Locations in 2015		Work Locations Now*	
	#	%	#	%
0	6	2%	9	3%
1	249	77%	250	78%
2	46	14%	44	14%
3	16	5%	15	5%
4	3	1%	5	2%
5	1	0%	0	0%
6 or More	1	0%	0	0%
Total	322	100%	323	100%

*At the time of survey completion, December 2015.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	212	72%	51	81%
Non-Profit	28	9%	8	13%
State/Local Government	36	12%	1	2%
Veterans Administration	10	3%	2	3%
U.S. Military	10	3%	1	2%
Other Federal Gov't	0	0%	0	0%
Total	296	100%	63	100%
Did not have location	7		330	
Item Missing	95		4	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

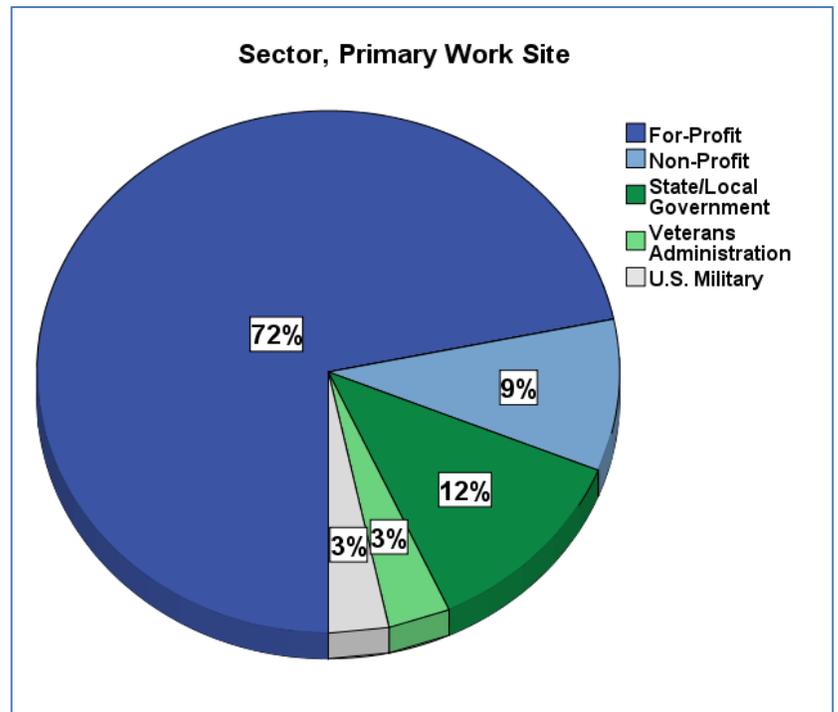
For Profit:	72%
Federal:	7%

Top Establishments

Private Practice (Group):	23%
Physician's Office:	21%
Private Practice (Solo):	16%

Source: Va. Healthcare Workforce Data Center

81% of audiologists work in the private sector, including 72% who work at for-profit establishments. Another 12% of Virginia's audiologist workforce works with either a state or local government.



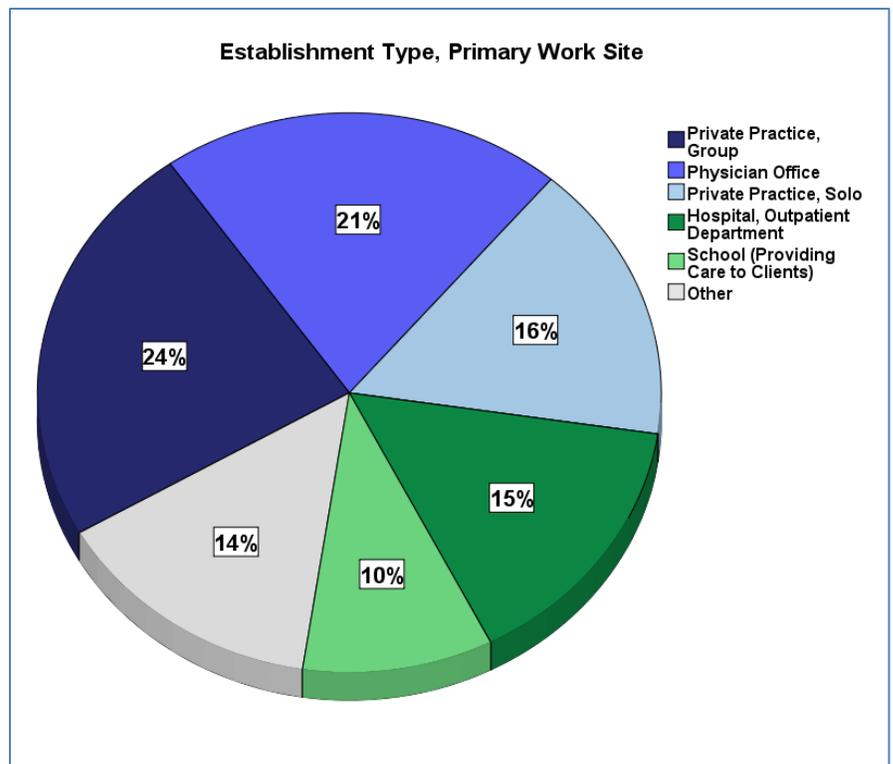
Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Group	68	23%	17	27%
Physician Office	61	21%	15	24%
Private Practice, Solo	47	16%	13	21%
Hospital, Outpatient Department	44	15%	10	16%
School (Providing Care to Clients)	29	10%	0	0%
Academic Institution (Teaching Health Professions Students or Research)	8	3%	3	5%
Community-Based Clinic or Health Center	7	2%	1	2%
Administrative/Business Organization	5	2%	0	0%
Hospital, Inpatient Department	4	1%	0	0%
Child Day Care	1	0%	1	2%
Rehabilitation Facility	1	0%	0	0%
Skilled Nursing Facility	0	0%	1	2%
Other	15	5%	2	3%
Total	290	100%	63	100%
Did Not Have a Location	7		330	

Employing nearly one-quarter of all audiologists, group private practices are the most common establishment type in the state. Physician offices and solo private practices are also common establishment types among Virginia's audiologists.

Source: Va. Healthcare Workforce Data Center

Among those audiologists who also have a secondary work location, group private practices are still the most common employer in the state. Physician offices and solo private practices also both employ in excess of 20% of all audiologists with a secondary work location.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Client Care: 80%-89%
Administration: 10%-19%

Roles

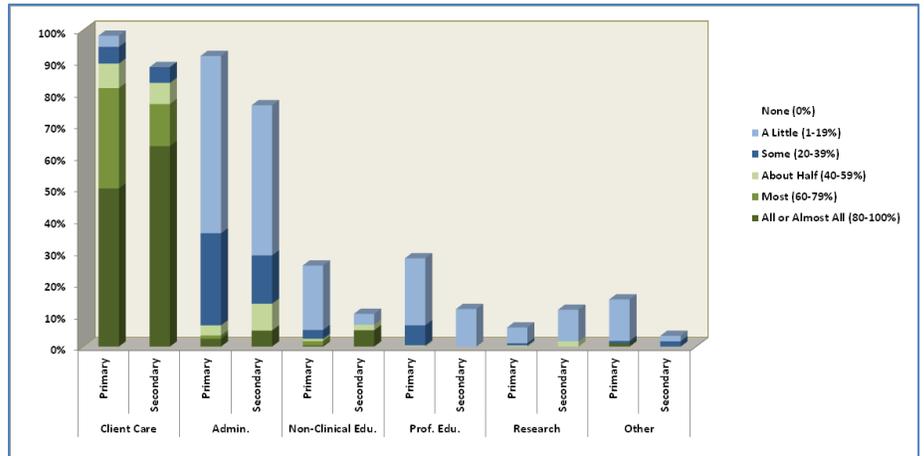
Patient Care: 82%
Administration: 4%
Non-Clinical Edu.: 2%

Patient Care Audiologists

Median Admin Time: 10%-19%
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical audiologist spends most of her time in client care activities. 82% of audiologists fill a client care role, defined as spending at least 60% of their time in that activity.

Time Allocation

Time Spent	Client Care		Admin.		Non-Clinical Education		Professional Education		Research		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
All or Almost All (80-100%)	50%	63%	2%	5%	0%	5%	0%	0%	0%	0%	1%	0%
Most (60-79%)	32%	13%	1%	0%	1%	0%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	8%	7%	3%	8%	1%	2%	0%	0%	0%	2%	0%	0%
Some (20-39%)	5%	5%	29%	15%	3%	0%	6%	0%	1%	0%	1%	2%
A Little (1-20%)	4%	0%	56%	47%	20%	3%	21%	12%	5%	10%	13%	2%
None (0%)	2%	12%	8%	23%	75%	87%	72%	87%	94%	88%	85%	95%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Weekly Session Totals

(Median)

Primary Location: 30-39

Secondary Location: 10-19

Total: 30-39

% with Group Sessions

Primary Location: 10%

Secondary Location: 3%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Client Sessions / Week	Primary Work Location		Secondary Work Location		Total ²	
	#	%	#	%	#	%
None	16	5%	8	13%	16	5%
1-9	22	7%	23	37%	20	7%
10-19	32	11%	15	24%	27	9%
20-29	61	20%	8	13%	48	16%
30-39	66	22%	6	10%	71	24%
40-49	57	19%	1	2%	47	16%
50-59	15	5%	1	2%	22	7%
60-69	12	4%	1	2%	15	5%
70-79	7	2%	0	0%	11	4%
80 or more	10	3%	0	0%	20	7%
Total	298	100%	63	100%	297	100%

Source: Va. Healthcare Workforce Data Center

The typical audiologist has between 30 and 39 client sessions per week at their primary work location. In addition, audiologists who also have a secondary work location conduct an additional 10 to 19 client sessions per week.

# of Weekly Sessions	Primary Work Location				Secondary Work Location			
	Individual Sessions		Group Sessions		Individual Sessions		Group Sessions	
	#	%	#	%	#	%	#	%
None	15	5%	267	90%	8	13%	61	97%
1-9	26	9%	26	9%	24	38%	1	2%
10-19	34	11%	1	0%	15	23%	0	0%
20-29	74	25%	1	0%	8	13%	1	2%
30-39	64	22%	0	0%	5	8%	0	0%
40-49	45	15%	1	0%	1	2%	0	0%
50-59	15	5%	0	0%	1	2%	0	0%
60-69	11	4%	0	0%	1	2%	0	0%
70-79	5	2%	0	0%	0	0%	0	0%
80 or more	7	2%	0	0%	0	0%	0	0%
Total	296	100%	297	100%	64	100%	63	100%

Source: Va. Healthcare Workforce Data Center

² This column estimates the total number of client sessions across both primary and secondary work locations.

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	4	1%	-	-
50 to 54	5	2%	1	1%
55 to 59	25	9%	4	4%
60 to 64	67	25%	25	23%
65 to 69	105	39%	43	39%
70 to 74	38	14%	20	18%
75 to 79	7	3%	1	1%
80 or over	4	1%	2	2%
I do not intend to retire	17	6%	13	12%
Total	271	100%	109	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Audiologists

Under 65: 37%

Under 60: 13%

Audiologists 50 and over

Under 65: 28%

Under 60: 5%

Time until Retirement

Within 2 years: 3%

Within 10 years: 17%

Half the workforce: by 2040

Source: Va. Healthcare Workforce Data Center

37% of all audiologists expect to retire by the age of 65, but this number falls to just 28% for those audiologists who have already reached age 50 or over. Meanwhile, nearly one-quarter of all audiologists do not expect to retire until at least age 70.

Within the next two years, 8% of audiologists plan to increase patient care hours. In addition, 8% of audiologists also expect to pursue additional educational opportunities.

Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	8	2%
Leave Virginia	6	2%
Decrease Client Care Hours	13	3%
Decrease Teaching Hours	0	0%
Increase Participation		
Increase Client Care Hours	33	8%
Increase Teaching Hours	8	2%
Pursue Additional Education	32	8%
Return to Virginia's Workforce	2	1%

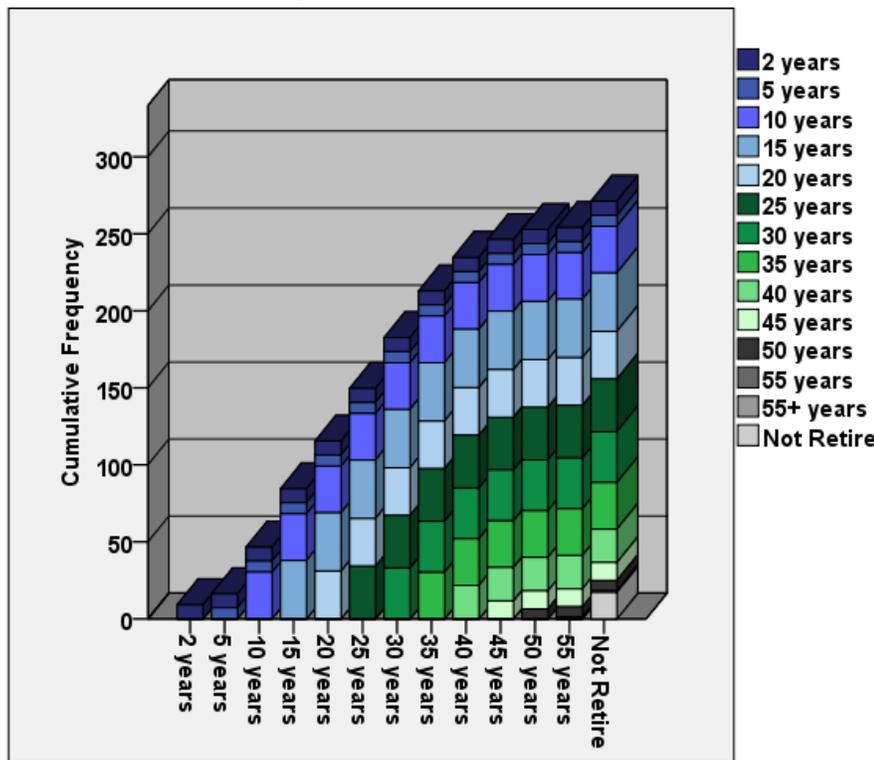
Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for audiologists. Only 3% of audiologists plan on retiring in the next two years, while 17% plan on retiring in the next ten years. Half of the current audiologist workforce expects to be retired by 2040.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	9	3%	3%
5 years	7	3%	6%
10 years	30	11%	17%
15 years	38	14%	31%
20 years	31	11%	42%
25 years	34	13%	55%
30 years	33	12%	67%
35 years	30	11%	78%
40 years	22	8%	86%
45 years	12	4%	91%
50 years	6	2%	93%
55 years	1	0%	93%
In more than 55 years	0	0%	93%
Do not intend to retire	17	6%	100%
Total	271	100%	

Source: Va. Healthcare Workforce Data Center

Expected Years to Retirement



Using these estimates, retirements will begin to reach 10% of the current workforce every five years starting in 2025. Retirements will peak at 14% of the current workforce around 2030 before declining to under 10% of the current workforce again around 2055.

Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total: 338
 FTEs/1,000 Residents: 0.041
 Average: 0.87

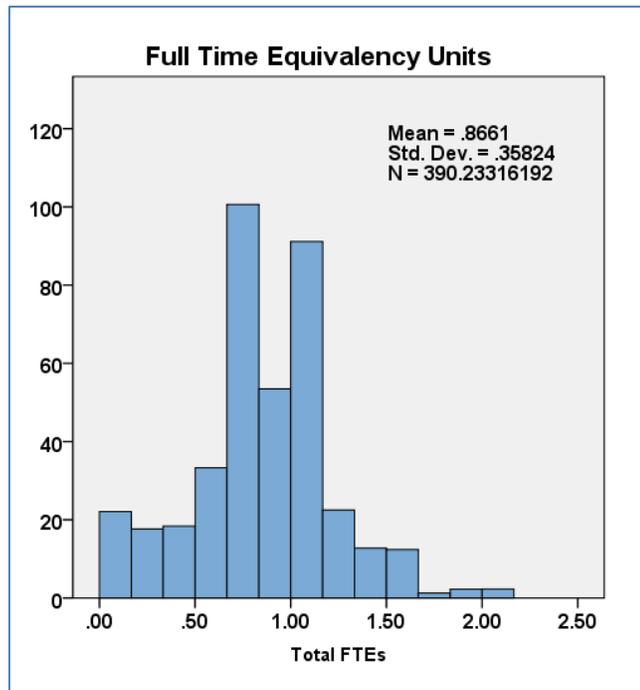
Age & Gender Effect

Age, Partial Eta²: Small
 Gender, Partial Eta²: Small

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

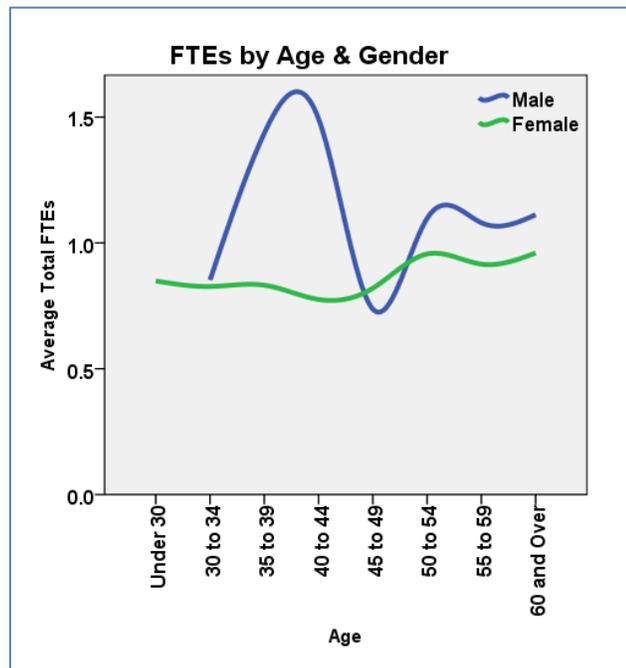


Source: Va. Healthcare Workforce Data Center

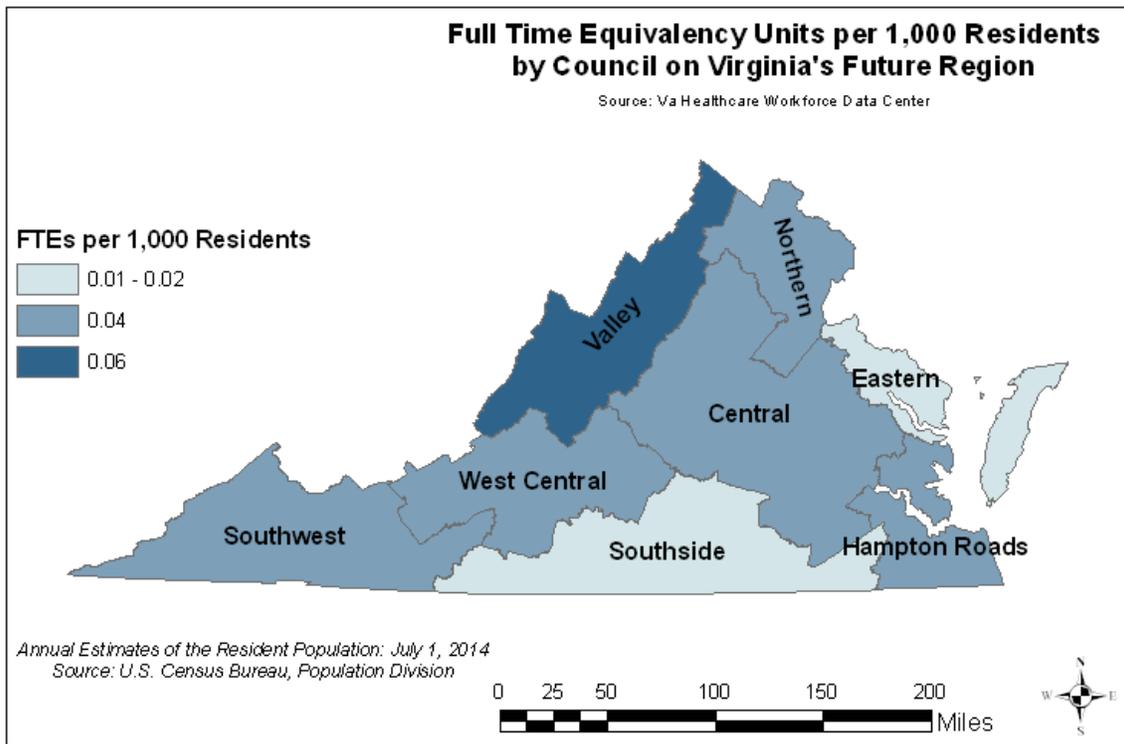
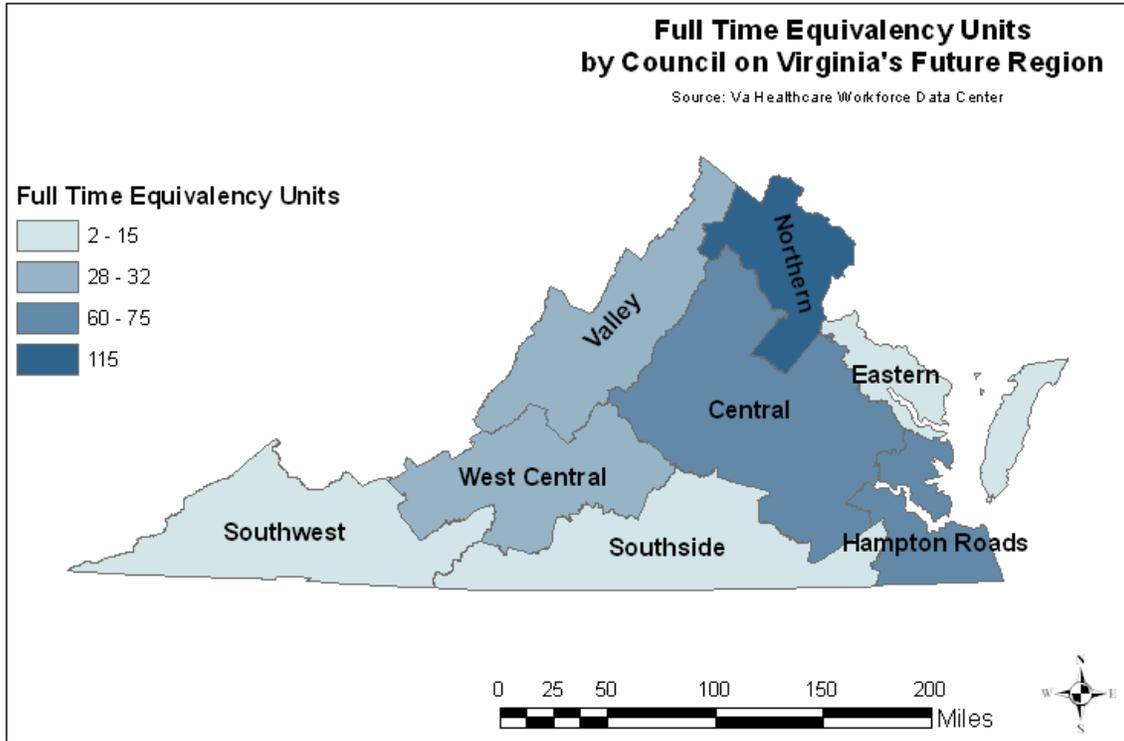
The typical audiologist provided 0.84 FTEs in 2015, or about 34 hours per week for 50 weeks. Statistical tests indicate that FTEs appear to vary by gender.

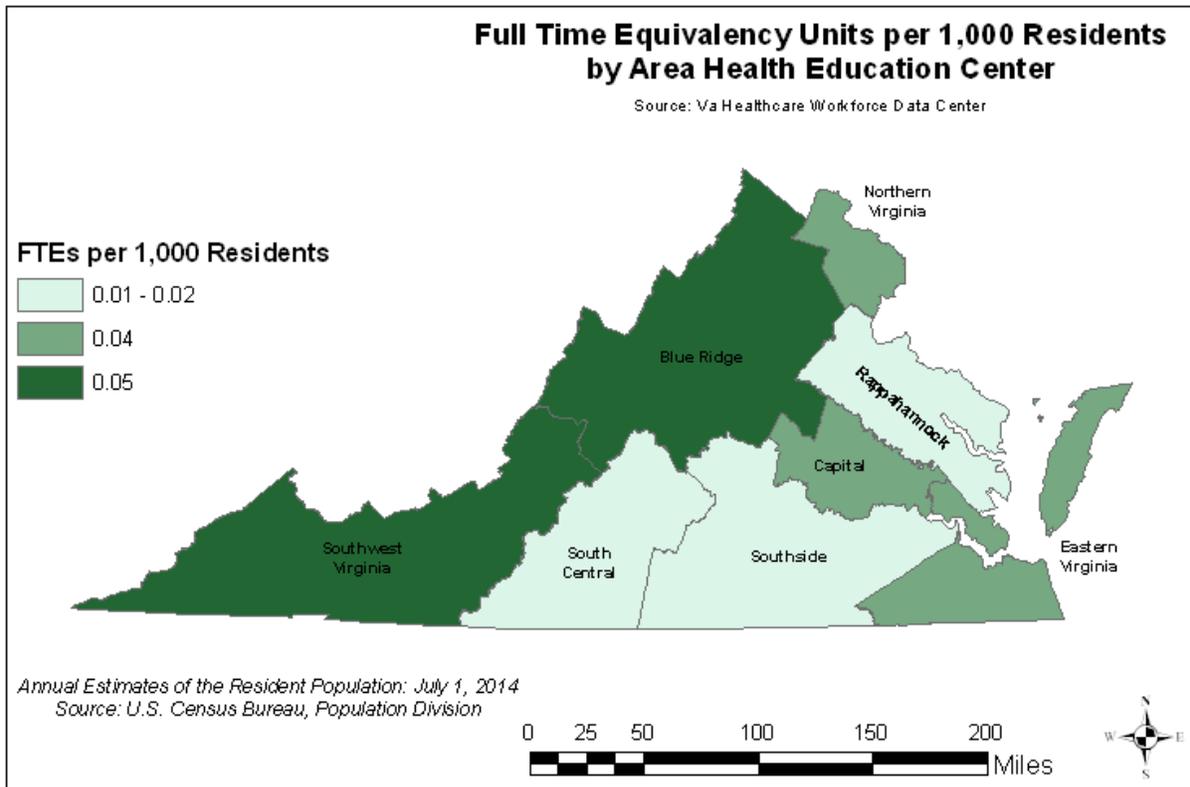
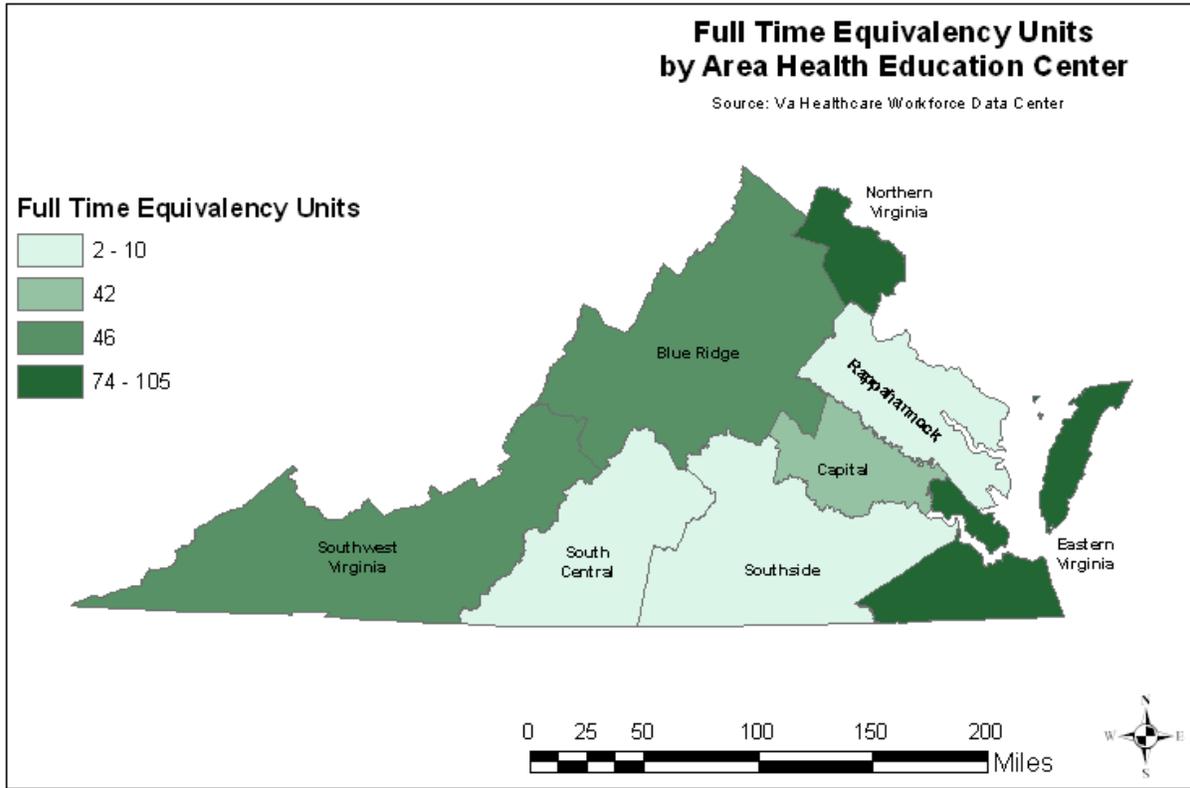
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.82	0.81
30 to 34	0.83	0.89
35 to 39	0.84	0.81
40 to 44	0.86	0.81
45 to 49	0.68	0.65
50 to 54	0.97	0.93
55 to 59	0.93	0.96
60 and Over	0.97	0.95
Gender		
Male	1.10	1.09
Female	0.86	0.92

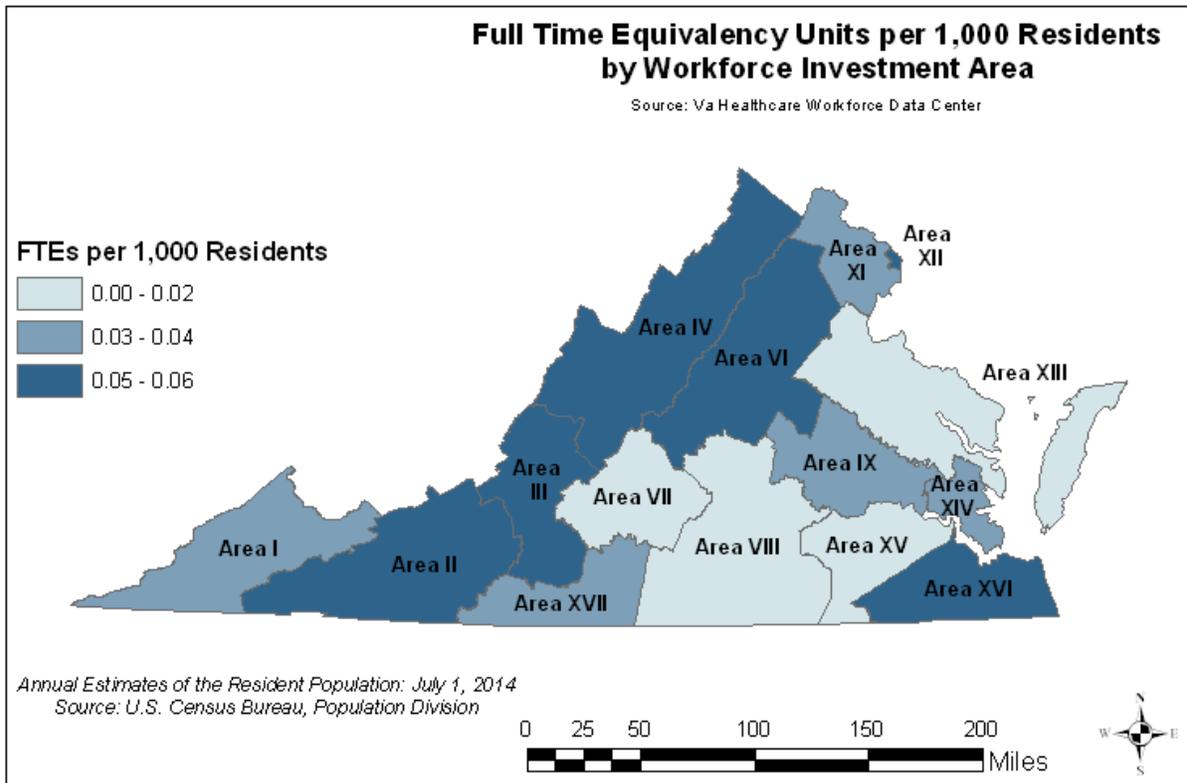
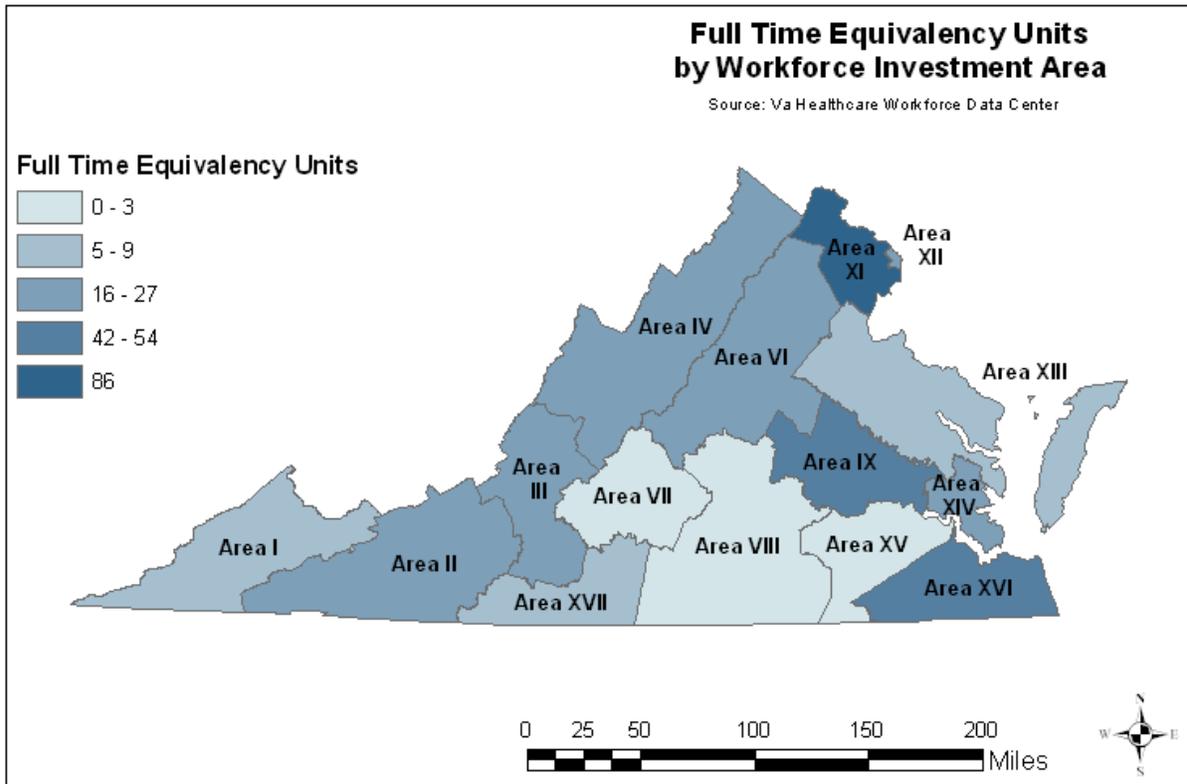
Source: Va. Healthcare Workforce Data Center

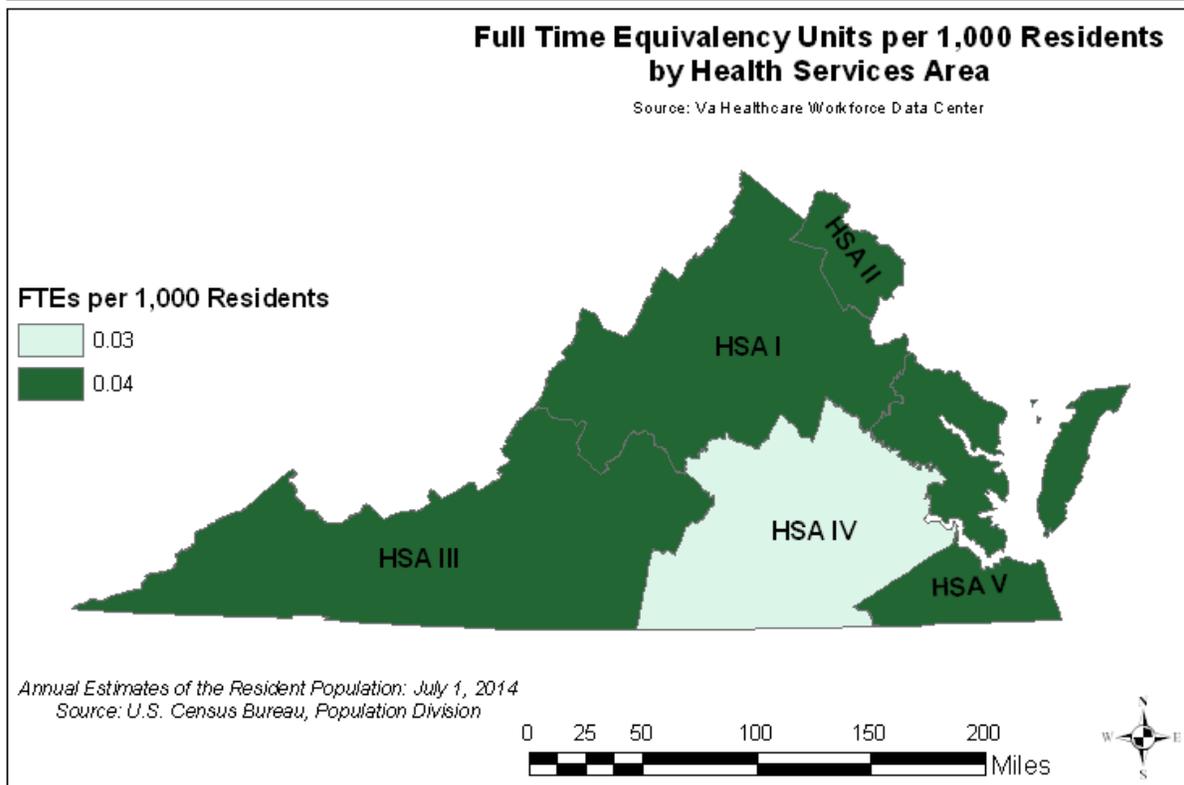
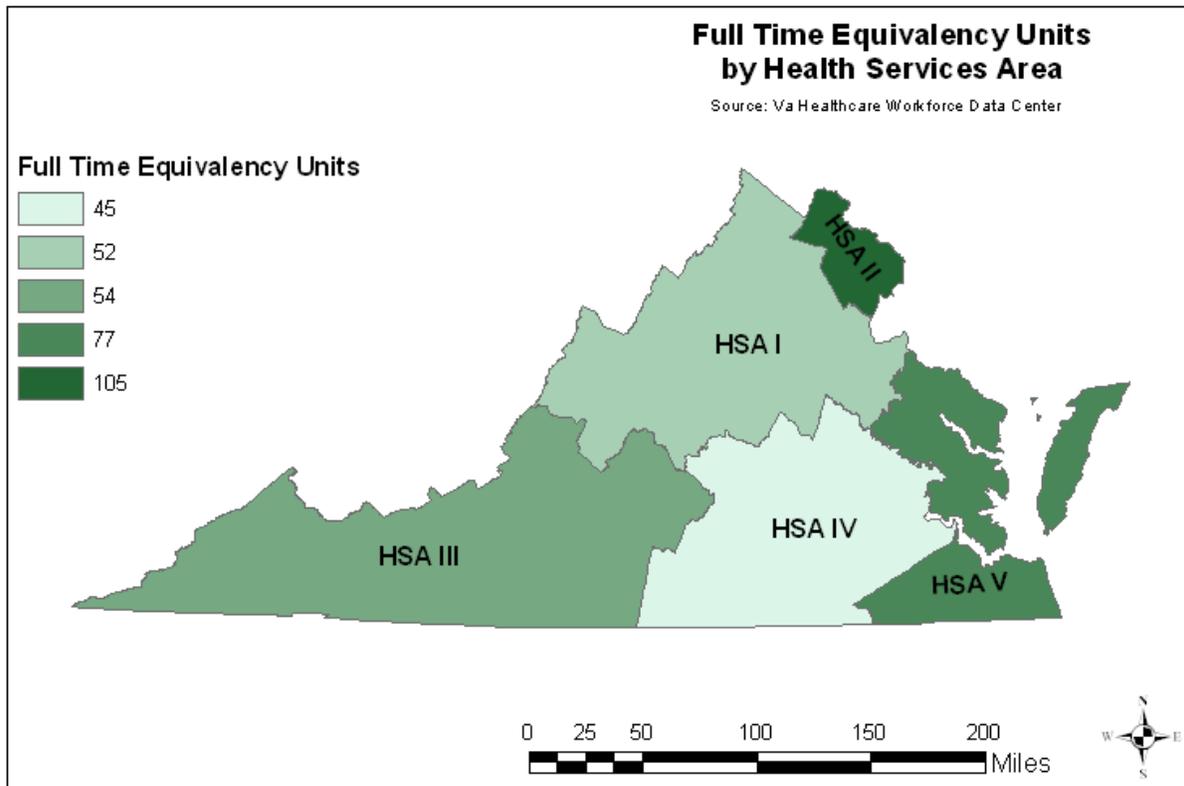


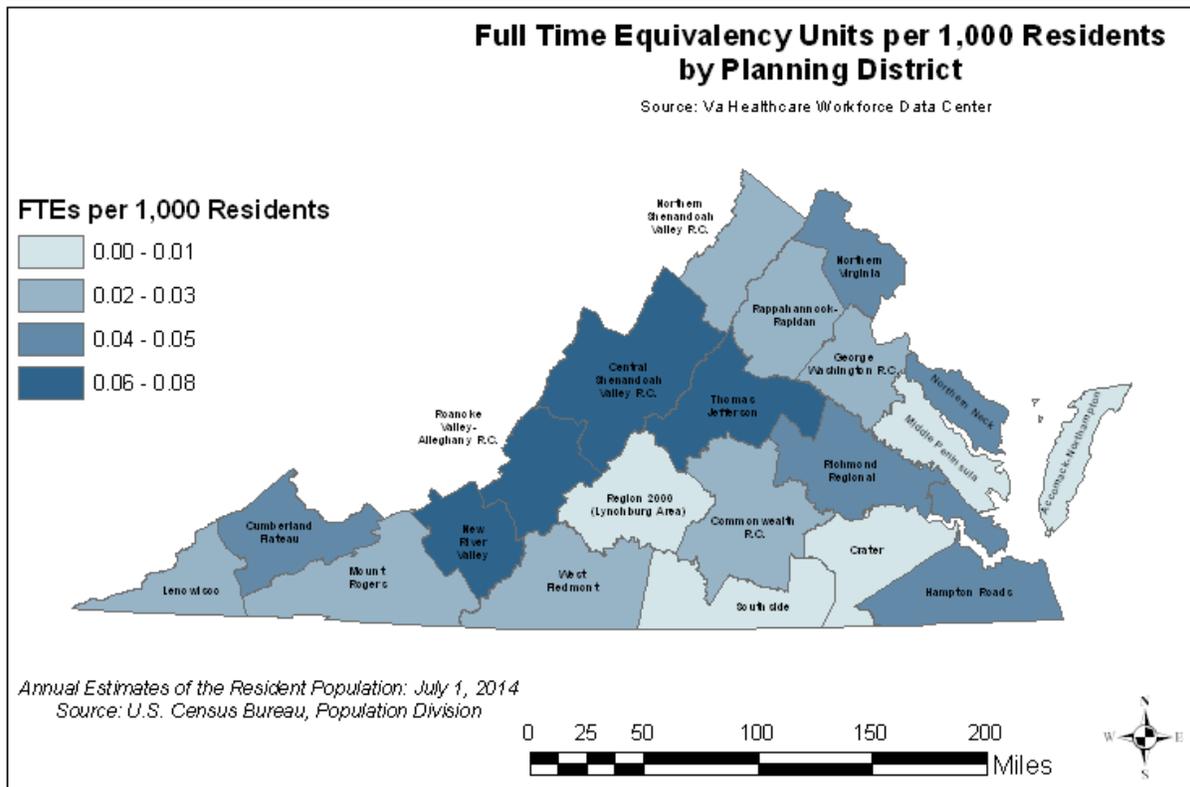
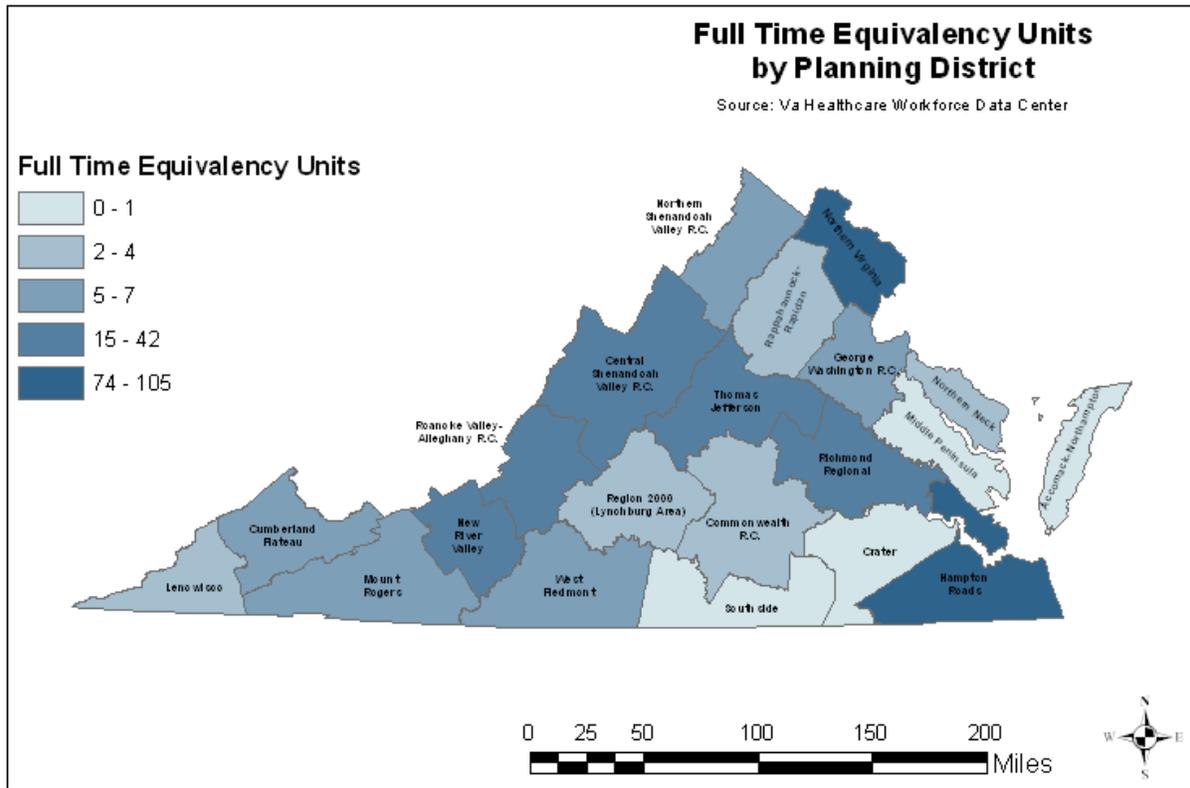
Source: Va. Healthcare Workforce Data Center











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	280	77.86%	1.284404	1.09732	2.64816
Metro, 250,000 to 1 million	34	76.47%	1.307692	1.11721	1.32259
Metro, 250,000 or less	57	87.72%	1.14	0.97395	1.15298
Urban pop 20,000+, Metro adj	7	42.86%	2.333333	1.99346	2.21187
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	12	100.00%	1	0.85434	2.06178
Urban pop, 2,500-19,999, nonadj	9	88.89%	1.125	0.96113	1.13781
Rural, Metro adj	2	100.00%	1	0.89568	1.01139
Rural, nonadj	2	100.00%	1	0.89568	1.01139
Virginia border state/DC	82	79.27%	1.261538	1.07778	2.60102
Other US State	37	64.86%	1.541667	1.31711	1.55923

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	42	38.10%	2.625	2.06178	2.64816
30 to 34	60	78.33%	1.276596	1.14307	1.54581
35 to 39	70	82.86%	1.206897	0.94795	2.21187
40 to 44	65	87.69%	1.140351	0.89568	1.38084
45 to 49	57	78.95%	1.266667	0.99489	1.53379
50 to 54	62	91.94%	1.087719	0.85434	1.99346
55 to 59	72	79.17%	1.263158	0.99214	1.52954
60 and Over	94	77.66%	1.287671	1.01139	1.55923

See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight}$$

Overall Response Rate: 0.785441

